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ABSTRACT

This report is designed for analysis by the California Community College Chancellor's Office. Income data were collected for the 1992-93 cohort of community college completers and leavers their last year in school, first year out of school, and third year out of school. Graduates' earnings are based on data in the state unemployment insurance wage file, and incomes have been converted to 1996 dollars using the consumer price index. These data provide a useful tool to community college program directors, instructors, students and industry. By providing a framework to measure student income progress, questions may be answered regarding the kind of financial returns students can expect on educational investments, and which programs help the most in securing lucrative employment. Included in the report are earnings of all CCSF students by educational attainment, age, and vocational exposure, as well as earnings of vocational students by (1) educational attainment, (2) vocational program, (3) age, (4) gender, (5) ethnicity, (6) academic disadvantage, (7) economic status, (8) English proficiency, and (9) disability status. Findings indicate that, as would be expected, the greater the amount of education, the greater the increase in income. (Contains 7 graphs and 13 data tables.) (EMH)

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ED 425 783

1998 EARNINGS REPORT

ON STUDENTS LEAVING CCSF IN THE 1992/93 ACADEMIC YEAR

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Office of Research, Planning and Grants

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1998 Earnings Report

on Students Leaving CCSF in the 1992/93 Academic Year

City College of San Francisco

Report Prepared By:
David Hyde

Office of Research, Planning and Grants
Report 0798-23, July 1998

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INTRODUCTION

The California Community College Chancellor's Office compiles and analyzes reports of community college graduates' earnings based on data in the state Unemployment Insurance (UI) wage file. Income data was first collected for the 1991/92 cohort of community college **completers** and **leavers** their last year in school, first year out of school and third year out of school. Improvements were made and the first official data was released on the 1992/93 cohort. This is a report on that cohort, the most recent for which all data is available. The State Chancellor's Office intends to continue collecting (and improving) this data to make these reports available on an annual basis.

All included figures and descriptions in this report are generated by the Office of Research and Planning and are based on aggregated data published by the State Chancellor's Office. Important terms in this publication have been **bolded** and their definitions appear on page 5. The incomes have all been converted to 1996 dollars using the consumer price index (CPI). These adjustments bring wages up to 1996 San Francisco levels for CCSF incomes and to 1996 California levels for statewide averages. The original, unmanipulated data and further information may be obtained from the CCSF Office of Research and Planning or the State Chancellor's Office website (http://www.cccco.edu/).

This data provides a useful tool to community college program directors, instructors, students and industry. By providing a framework to measure student income progress we can begin to address the following issues:

- What kind of financial returns can students expect on educational investments?
- Which programs aid the most in securing lucrative employment?

That said, there are a number of limitations to this data that will be explained in the next section.

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DATA PROVISIONS AND LIMITATIONS

This report includes information on earnings of students leaving or completing CCSF in the 1992/93 academic school year. For comparison, statewide summaries are also provided for students leaving all California community colleges that year.

This report includes income information on a very specific cohort of CCSF students. Information **is included** here for students who:

- Completed an associates degree or vocational certificate OR left CCSF in 1992/93 academic year, AND
- Did not take classes at CSU during the following 2 years, AND
- Did not take classes at CCSF or any California community college the following year, AND
- Worked four quarters for the year reported, AND
- Had wages included in the State Unemployment Insurance wage file, AND
- Earned in excess of $12,875 for the year being examined

Note that some students continuing their education are not eliminated, and are still in the data cohort. The data **includes** those students who:

- Transferred to UC, OR
- Transferred to independent California universities, OR
- Transferred out of state

Of this initial cohort, data is only available for those who have earnings reported in the state Unemployment Insurance Wage file. The UI wage file **does not include** students who are:

- Self-employed, OR
- Federal employees, OR
- Military employees, OR
- Out-of-state employees, OR
- Unemployed, OR
- Not in the workforce (eg., elderly or permanently disabled)

Actual average wages for students leaving or completing CCSF in 1992/93 may be higher than reported here because of the strong starting incomes of federal and military employees and the likely low wages of those continuing their education at UC or other universities (except CSU or CCC's). For individual programs, incomes may be higher or lower on average than reported here based on specific circumstances for that program.

The median annual wages in this report are also sensitive to the numbers of students in various classifications. As a general rule, in instances where the reported **# matched** is less than 100 the validity of the reported incomes should be considered highly suspect.

Generally, wages reported for CCSF students are lower than state community college averages ($27,645 for CCSF versus $29,774 statewide the 3rd year out of school). According to the Bureau of Economic Analysis, in 1996, San Francisco had a per capita income ($39,249) substantially greater than the statewide average ($25,368). This inconsistency may be due to the high level of high paying self-employment in the bay area which this report omits. Future research should attempt to expand on this explanation. The Office of Research and Planning will soon be publishing an *Environmental Scan* that will attempt to provide further insight into the discrepancy between wages and per capita income.

Please note that UI wage information only provides information on earnings, not the type or industry of employment. The State Chancellor's Office is attempting to provide a method to determine if students are working in the field in which they were trained.

DEFINITIONS USED IN THIS REPORT

The following is a list of terms used in this report and a general definition of their usage here. Throughout this report you will find these terms **bolded** to indicate their reference here.

Leavers
Students who completed their final course at CCSF in 1992/93 and did not receive a degree.

Completers
Students who received an associates degree or vocational certificate from CCSF in 1992/93.

Total Students
The number of students in a category for which matches were sought. This full cohort of **all students** includes all the **leavers** and **completers** of CCSF in 1992/93.

 # Matched
The students remaining of the **total students** in a category that did not transfer to CSU or other California community colleges, had data in the UI wage file, worked 4 quarters in a given year, and earned in excess of **$12,875**.

$12,875
This amount is used as a cutoff point to improve the reliability of this data. This amount (equal to half of the average hourly manufacturing production wage in California) is used to eliminate the extreme low income cases from the sample. These extreme low income cases assumed to be continuing students working part time, and are excluded to avoid artificially lowering the average wage. Upon examination of the data, the State Chancellor's Office concluded that when these outlining low income cases are removed, the median income becomes a more accurate and reliable.

Median Income
The median annual earnings of the **# matched** adjusted to 1996 dollars by the consumer price index (CPI).

Last year in college
Student earnings for 1993, the last academic school year in which a student completed coursework.

1st year out of college
Student earnings for 1994, the first full year in which a student completed no coursework.

3rd year out of college
Student earnings for 1996, the third full year in which a student completed no coursework.

Credit / Non-credit
Students are considered credit if they passed with a C or higher at least one credit vocational course in the two years prior to leaving or completing CCSF. For vocational courses, 1 credit unit is equal to 54 hours of non-credit positive attendance.

All Students
The total of all student **leavers** and **completers** in all categories in the 1992/93 cohort. For the 1992/93 CCSF cohort this includes 26,281 **credit** and **non-credit vocational** and **non-vocational students**.

Vocational Students
Students that have completed 12 units of credit equivalent vocational coursework at a SAM level of A through D with a grade of C or above. 54 hours of non-credit instruction equal 1 credit unit. For the 1992/93 CCSF cohort their were 853 **vocational students**.

Skills Upgrade
Students who completed 3-11.99 units of credit vocational coursework or non-credit equivalent in the 2 years prior to leaving CCSF or completing CCSF with a non-vocational degree.

Vocationally Exposed
Students who completed 1 vocational course or non-credit equivalent in the 2 years prior to leaving CCSF or completing CCSF with a non-vocational degree that did not meet the criteria of a **skills upgrade** student.

Non-Vocational Students
Students who did not complete any vocational coursework and were not coded as vocational, skills upgrade, or vocationally exposed students.

Vocational Program
Students were assigned to a **vocational program** for reporting purposes if they were vocational students completing at least 12 units in one program. If they took 12 units or more in more than one program then the program with the most units taken by the student is reported. Vocational students who failed to take at least 12 units in a single program are identified in the category "unassigned".

TOP Codes
Taxonomy of Programs codes are standardized codes reported with 4-6 digits that represent **vocational programs** so they can be easily matched and grouped. Non-standardized programs at colleges throughout the state match their various programs to the most similar TOP code for intercollegiate comparison. CCSF reports course attendance to the state MIS system by TOP code.

REPORT ON ALL STUDENTS

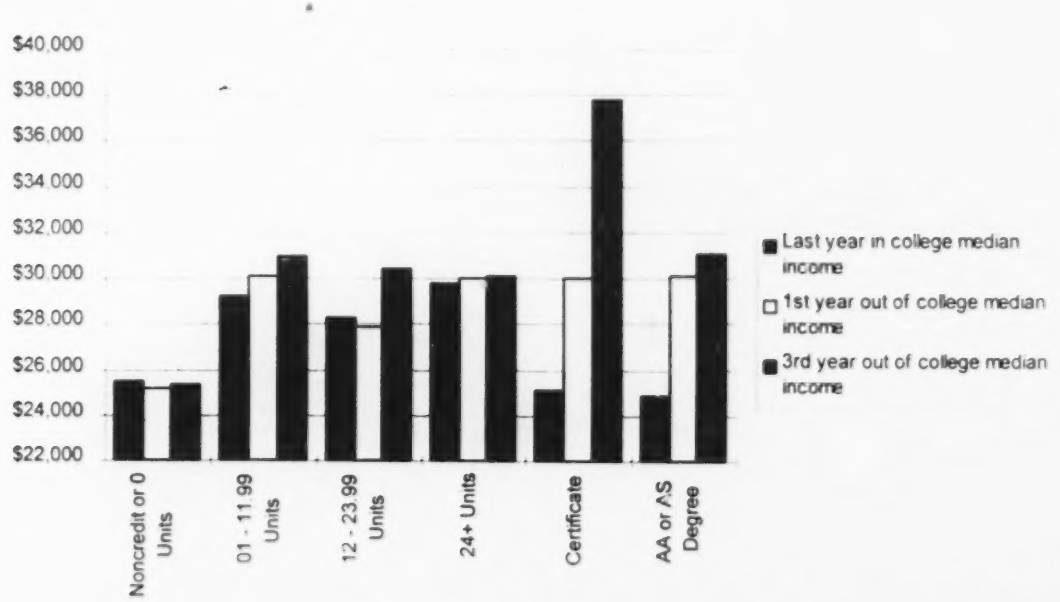
The next few pages contain information on 26,281 CCSF **leavers** and **completers** in the 1992/93 academic school year. It provides a general overview of the earnings performance of **all students**. Findings are presented by educational attainment, age, and vocational exposure. The findings for the total cohort are followed by more detailed information for vocational students only.

Earnings of CCSF Students by Educational Attainment

Leavers and **completers** of City College of San Francisco during the 1992/93 school year earned an average of $27,314 their first year out of school and an average of $27,645 their third year out of school. This falls slightly below the state community college average of $29,774 the third year out.

As would be expected, the greater the amount of education the greater the increase in income. CCSF students receiving a vocational certificate increased their annual wages from $25,126 their last year in college to $37,742 the third year out, although the reliability of this figure is somewhat suspect because of the small number of students (<50) in this category. Students taking fewer than 12 units generally had high incomes throughout all years of review. This would seem to indicate that these individuals were already well employed and only taking a course or two as a refresher or for a specific skill.

The table on the following page provides detailed information on earnings at various levels of education and the chart below illustrates these findings.



Earnings of CCSF Students by Educational Attainment *

	City College of San Francisco								State CC Average	
		Last year in college		1st year out of college		3rd year out of college			3rd year out of college	
Units Earned	Total Students	# matched	median income	# matched	median income	# matched	median income	% change 1st-3rd year	median income	% change 1st-3rd year
Noncredit or 0 Units	17,149	3,639	$25,471	4,290	$25,139	4,140	$25,355	0.86%	$26,133	-1.53%
.01 - 11.99 Units	4,488	1,759	$29,226	1,756	$30,052	1,545	$30,998	3.15%	$31,923	0.92%
12 - 23.99 Units	1,659	576	$28,285	632	$27,869	535	$30,427	9.18%	$29,083	1.94%
24+ Units	2,568	957	$29,804	1,070	$29,989	973	$30,056	0.22%	$29,247	2.74%
Certificate	81	29	$25,126	40	$30,028	39	$37,742	25.69%	$31,037	6.21%
AA or AS Degree	336	106	$24,884	134	$30,094	130	$31,010	3.04%	$30,553	3.60%
All Students	26,281	7,063	$27,243	7,929	$27,314	7,371	$27,645	1.21%	$29,774	0.98%

Total Students refers to the students in a category (row) who were identified as **leavers** or **completers** in that category during the 1992/93 school year.
Last year in college refers to income for 1993, **1st year out of college** refers to income for 1994, **3rd year out of college** refers to income for 1996.
 # Matched is the number of students, from the total students, on whose income the median is based. This includes former students working all 4 quarters, with an income over $12,875, who did not transfer to CSU or another California Community College, and whose records were found in the California Unemployment Insurance wage database. This database does not include federal or military employees, the self employed, those employed out of state, the unemployed, and those individuals not in the workforce. Currently, the # matched does include transfers to UC and independent universities who might be artificially suppressing their wages while remaining in school.
Median Income is the average income of those in the **# matched** column adjusted for inflation to 1996 equivalence dollars. Because of those included and excluded in the **# matched** column, the **median income** reported is conservative, and the actual income may be higher.

*For those categories where the **# matched** is less than 100, the **median income** is fairly sensitive to a few individuals with unusually high or low incomes. In these categories please be aware that the reported figure may not be entirely reflective of the average income of that group.

Earnings of CCSF Students by Age

Incomes of all student leavers and completers at CCSF in the 1992/93 school year age 24 and under were more affected by their education than their counterparts age 25 and older. Those 24 and under increased their median annual wages by 4.24%, about twice the percent increase of those 25 and older who increased their wages by 2.21%. The table on the next page highlights the effect age has on earnings.

Earnings of CCSF Students by Age

Age	City College of San Francisco: Total Students	Last year in college: # matched	Last year in college: median income	1st year out of college: # matched	1st year out of college: median income	3rd year out of college: # matched	3rd year out of college: median income	% change 1st-3rd year	State CC Average: 3rd year out of college: median income	State CC Average: % change 1st-3rd year
All 24 and under	5,741	900	$20,453	1,178	$21,175	1,428	$22,072	4.24%	$21,995	8.68%
All 25 and older	20,150	6,059	$28,807	6,640	$28,945	5,841	$29,584	2.21%	$34,036	3.49%

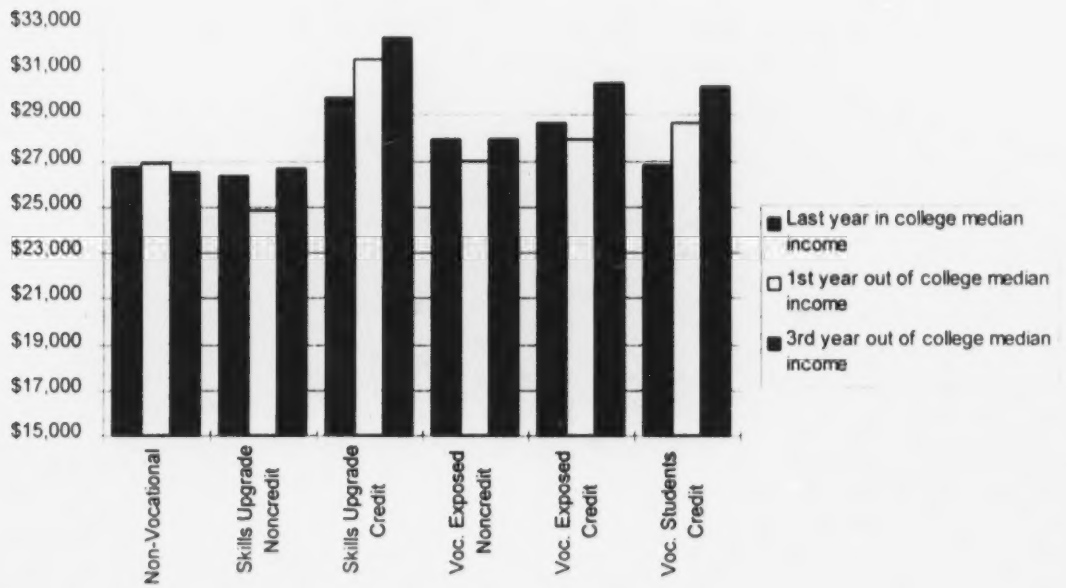
Total Students refers to the students in a category (row) who were identified as **leavers** or **completers** in that category during the 1992/93 school year.
Last year in college refers to income for 1993, **1st year out of college** refers to income for 1994, **3rd year out of college** refers to income for 1996.
 # Matched is the number of students, from the total students, on whose income the median is based. This includes former students working all 4 quarters, with an income over $12,875, who did not transfer to CSU or another California Community College, and whose records were found in the California Unemployment Insurance wage database. This database does not include federal or military employees, the self employed, those employed out of state, the unemployed, and those individuals not in the workforce. Currently, the # matched does include transfers to UC and independent universities who might be artificially suppressing their wages while remaining in school.
Median Income is the average income of those in the **# matched** column adjusted for inflation to 1996 equivalence dollars. Because of those included and excluded in the **# matched** column, the **median income** reported is conservative, and the actual income may be higher.

Earnings of CCSF Students by Vocational Exposure

Students attending a California Community College can be classified by their level of vocational exposure. This classification is based on the number of courses defined as vocational a student successfully completes, and the degree to which those courses are all in the same **vocational program (TOP code)**. For definitions of vocational categories see page 4.

More vocationally concentrated CCSF students have a greater increase in wages from their first year out of school to their third year out of school than do students with a lower level of vocational concentration. This follows a similar statewide trend for community college students. **Vocational students** who were also credit students at CCSF with a vocational "major" (12 or more units in the same **TOP code**) increased their earnings from $26,797 their last year in college to $30,226 the third year out. Similar increases were found for non-credit students taking multiple courses in the same **vocational program**. **Non-vocational students**, those taking no vocational course work, seem to gain the least immediate economic advantage from community college, showing a slight decrease in income. This reported trend may be the result of a reporting problem, as **non-vocational students** transferring to UC or independent colleges are still included in this average. The State Chancellor's Office is working on a solution for this reporting issue.

The table on the next page further details earnings by vocational exposure. The chart below illustrates the distribution of these earnings.



Earnings of CCSF Students by Vocational Exposure*

Vocational Level	City College of San Francisco								State CC Average	
		Last year in college		1st year out of college		3rd year out of college			3rd year out of college	
	Total Students	# matched	median income	# matched	median income	# matched	median income	% change 1st-3rd year	median income	% change 1st-3rd year
Non-Vocational	18,438	4,463	$26,710	4,834	$26,925	4,495	$26,490	-1.62%	$27,631	-0.75%
Skills Upgrade Noncredit	647	147	$26,303	196	$24,816	186	$26,671	7.47%	$23,760	3.95%
Skills Upgrade Credit	928	470	$29,736	470	$31,436	409	$32,360	2.94%	$34,056	5.46%
Voc. Exposed Noncredit	4,360	1,323	$27,917	1,589	$26,976	1,524	$27,958	3.64%	$30,650	0.54%
Voc. Exposed Credit	1,055	405	$28,657	462	$27,907	410	$30,389	8.90%	$33,668	0.32%
Voc. Students Noncredit	108	7	$17,789	27	$22,395	36	$23,465	4.78%	$20,960	13.26%
Voc. Students Credit	745	250	$26,797	337	$28,676	313	$30,226	5.40%	$30,959	7.44%

Total Students refers to the students in a category (row) who were identified as **leavers** or **completers** in that category during the 1992/93 school year.
Last year in college refers to income for 1993, **1st year out of college** refers to income for 1994, **3rd year out of college** refers to income for 1996.
 # Matched is the number of students, from the total students, on whose income the median is based. This includes former students working all 4 quarters, with an income over $12,875, who did not transfer to CSU or another California Community College, and whose records were found in the California Unemployment Insurance wage database. This database does not include federal or military employees, the self employed, those employed out of state, the unemployed, and those individuals not in the workforce. Currently, the # matched does include transfers to UC and independent universities who might be artificially suppressing their wages while remaining in school.
Median Income is the average income of those in the **# matched** column adjusted for inflation to 1996 equivalence dollars. Because of those included and excluded in the **# matched** column, the **median income** reported is conservative, and the actual income may be higher.

*For those categories where the **# matched** is less than 100, the **median income** is fairly sensitive to a few individuals with unusually high or low incomes. In these categories please be aware that the reported figure may not be entirely reflective of the average income of that group.

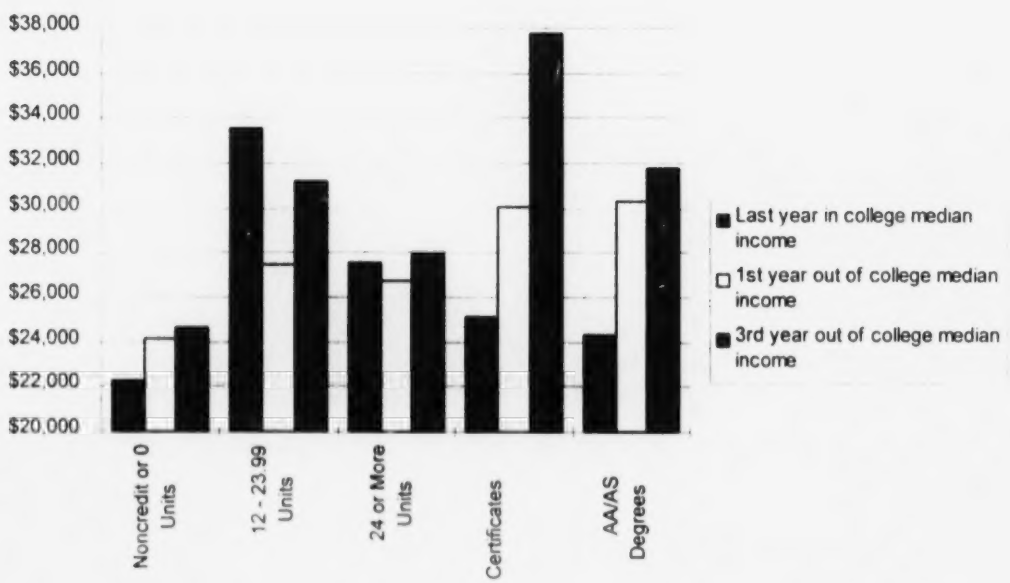
REPORT ON VOCATIONAL STUDENTS

The remaining pages contain information on **vocational student leavers** and **completers** of CCSF of the 1992/93 academic school year. Detailed information is provided on the income performance of those students identified as vocational as well as breakdowns by program, demographic and social factors.

CCSF students who have completed 12 units of credit equivalent vocational coursework at a SAM level of A through D, with a grade of C or above, are considered **vocational students**. 54 hours of non-credit instruction equal 1 credit unit. SAM codes indicate the occupational applicability of courses. Codes A through D indicate occupationally related courses, including apprenticeships. For the 1992/93 CCSF cohort their were 853 **vocational student leavers** and **completers** at CCSF. Students who completed less than 12 units of vocational courses are identified as **non-vocational**, **skills upgrade**, or **vocationally exposed** and are not reported on in this section.

Earnings of Vocational Students by Educational Attainment

Vocational students leaving CCSF in 1992/93 earned an average of $29,623 their third year out of college. This is slightly below the state average of $30,886. As was the case with CCSF students in general, **vocational students** at CCSF earning a vocational certificate showed the greatest increase in earnings, although the reliability of this finding is suspect because of the relatively small number of students (<50) in this group. The chart below and the table on the next page highlight the effect educational attainment has on the earnings of vocational students.



Earnings of Vocational Students by Educational Attainment*

	City College of San Francisco								State CC Average	
		Last year in college		1st year out of college		3rd year out of college			3rd year out of college	
Units Earned	Total Students	# matched	median income	# matched	median income	# matched	median income	% change 1st-3rd year	median income	% change 1st-3rd year
Noncredit or 0 Units	132	17	$22,258	43	$24,130	46	$24,650	2.16%	$41,501	26.77%
12 - 23.99 Units	123	33	$33,551	48	$27,426	39	$31,198	13.75%	$29,666	5.85%
24 or More Units	317	113	$27,517	148	$26,750	138	$27,946	4.47%	$27,870	7.21%
Certificates	81	29	$25,126	40	$30,028	39	$37,742	25.69%	$30,617	6.51%
AA/AS Degrees	200	65	$24,259	85	$30,269	87	$31,774	4.97%	$32,743	8.13%
All Vocational Students	853	257	$26,123	364	$27,775	349	$29,623	6.65%	$30,886	7.44%

Total Students refers to the students in a category (row) who were identified as **leavers** or **completers** in that category during the 1992/93 school year.
Last year in college refers to income for 1993, **1st year out of college** refers to income for 1994, **3rd year out of college** refers to income for 1996.
 # Matched is the number of students, from the total students, on whose income the median is based. This includes former students working all 4 quarters, with an income over $12,875, who did not transfer to CSU or another California Community College, and whose records were found in the California Unemployment Insurance wage database. This database does not include federal or military employees, the self employed, those employed out of state, the unemployed, and those individuals not in the workforce. Currently, the # matched does include transfers to UC and independent universities who might be artificially suppressing their wages while remaining in school.
Median Income is the average income of those in the **# matched** column adjusted for inflation to 1996 equivalence dollars. Because of those included and excluded in the **# matched** column, the **median income** reported is conservative, and the actual income may be higher.

*For those categories where the **# matched** is less than 100, the **median income** is fairly sensitive to a few individuals with unusually high or low incomes. In these categories please be aware that the reported figure may not be entirely reflective of the average income of that group.

Earnings of Vocational Students by Vocational Program*

The following table includes median earnings by **vocational program** for CCSF students who successfully completed at least 12 units, or the non-credit equivalent, in vocational course work. Students were assigned a "major" based on the **vocational program (TOP code)** in which they took the most units. Students who met the requirements for vocational students, but did not have at least 12 units in a particular vocational **TOP code** are coded "unassigned." Most programs have too few **leavers** and **completers** for the median incomes to be reliable. A more reliable picture of earnings in various fields is provided in the last two columns of statewide averages. CCSF students who took courses in Nursing ($45,250 median annual income) and Radiological Technology ($46,746 median annual income) have the highest annual earnings.

Earnings of CCSF Students by Vocational Program*

TOP's Code	Vocational Program	City College of San Francisco: Total Students	Last year in college: # matched	Last year in college: median income	1st year out of college: # matched	1st year out of college: median income	3rd year out of college: # matched	3rd year out of college: median income	% change 1st-3rd year	State CC Average: 3rd year out of college: median income	State CC Average: 3rd year out of college: % change 1st-3rd year
0502	Accounting	20	******	******	5	$25,475	11	$23,661	-7.12%	$26,265	6.97%
2105	Admin. of Justice	2	******	******	******	******	******	******	******	$40,728	26.21%
0950	Aero. & Av. Tech.	53	33	$30,210	36	$32,105	36	$35,928	11.91%	$30,881	10.12%
0948	Automotive Tech.	55	12	$31,829	17	$25,978	22	$23,068	-11.20%	$24,930	13.36%
0504	Banking & Finance	1	******	******	******	******	******	******	******	$27,974	-4.94%
0501	Business & Com.	5	******	******	******	******	******	******	******	$26,681	6.15%
0506	Business Manag.	60	13	$19,073	20	$22,892	24	$23,119	0.99%	$31,017	-0.54%
1010	Cinematography	26	******	******	6	$16,225	******	******	******	$22,080	5.86%
0957	Civil & Constuct.	1	******	******	******	******	******	******	******	$39,604	4.40%
0701	Comp. & Info. Sci.	1	******	******	******	******	******	******	******	$37,775	10.77%
0704	Computer Program.	1	******	******	******	******	******	******	******	$37,767	6.27%
1304	Consumer Ed.	1	******	******	******	******	******	******	******	$23,833	36.90%
0952	Constr. Craft Tech.	3	******	******	******	******	******	******	******	$35,425	10.75%
0703	Data Processing	1	******	******	******	******	******	******	******	$29,802	9.14%
1204	Dental Tech.	10	******	******	7	$23,967	6	$27,869	16.28%	$26,765	12.65%
0953	Drafting Tech.	2	******	******	******	******	******	******	******	$29,081	17.52%
0935	Electromech. Tech.	9	******	******	******	******	******	******	******	$29,589	7.95%
0934	Electron & E. Tech	6	******	******	******	******	******	******	******	$34,676	10.34%
1250	Emerg. Med. Serv.	7	******	******	******	******	******	******	******	$32,789	10.20%
0201	Enviro. Design	11	******	******	******	******	******	******	******	$22,601	-10.87%
1305	Fmly. & Child Dvl.	25	9	$28,186	13	$22,535	******	******	******	$18,142	2.92%
2133	Fire Control Tech.	3	******	******	******	******	******	******	******	$33,800	12.26%
3002	Food Serv. Tech.	18	******	******	8	$21,669	8	$27,823	28.40%	$21,837	7.16%
1302	Home Decor.	18	5	$39,396	6	$28,809	8	$31,533	9.46%	$25,720	17.98%
0956	Industrial Tech	5	******	******	******	******	******	******	******	$30,120	4.60%
0203	Interior Design	1	******	******	******	******	******	******	******	$25,550	12.36%
0516	Labor & Ind. Relat.	6	******	******	******	******	******	******	******	$35,564	1.63%
1401	Law, General	10	5	$25,539	6	$25,941	******	******	******	$29,979	6.13%

TOP's Code	Vocational Program	Total Students	City College of San Francisco: Last year in college # matched	Last year in college median income	1st year out of college # matched	1st year out of college median income	3rd year out of college # matched	3rd year out of college median income	% change 1st-3rd year	State CC Average: 3rd year out of college median income	% change 1st-3rd year
1601	Library Science	3	******	******	******	******	******	******	******	$19,864	-4.69%
0509	Marketing & Distr.	10	******	******	******	******	******	******	******	$31,639	15.33%
1215	Med. Recds. Libr.	57	25	$26,007	30	$28,765	27	$33,740	17.30%	$30,978	10.95%
1207	Med. Specialties	3	******	******	******	******	******	******	******	$34,404	5.26%
1203	Nursing	131	42	$25,299	64	$33,889	49	$45,250	33.52%	$36,649	14.44%
0109	Ornamental Hort.	18	9	$33,551	10	$42,154	8	$31,187	-26.02%	$27,243	-1.29%
1211	Pharmacy, General	10	6	$23,655	7	$30,314	******	******	******	$21,549	-5.10%
1011	Photography	1	******	******	******	******	******	******	******	$22,913	-7.93%
0936	Printing & Lithog.	5	******	******	******	******	******	******	******	$22,879	8.98%
0603	Radio/TV	3	******	******	******	******	******	******	******	$23,745	11.45%
1225	Radiological Tech.	17	8	$31,263	14	$41,948	5	$46,746	11.44%	$35,629	-0.48%
0511	Real Estate	29	12	$35,315	12	$36,926	13	$38,236	3.55%	$39,296	3.76%
0514	Secretarial Studies	48	17	$24,752	21	$25,106	25	$27,000	7.54%	$21,810	7.41%
0930	Tech. & Occuptnl.	4	******	******	******	******	******	******	******	$26,381	4.94%
0510	Trans. & Moving	2	******	******	******	******	******	******	******	$23,685	1.01%
8888	Unassigned	141	26	$24,279	49	$26,075	54	$25,684	-1.50%	$26,776	6.75%
9999	Unknown	1	******	******	******	******	******	******	******	******	******

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*For those categories where the **# matched** is less than 100, the **median income** is fairly sensitive to a few individuals with unusually high or low incomes. In these categories please be aware that the reported figure may not be entirely reflective of the average income of that group.

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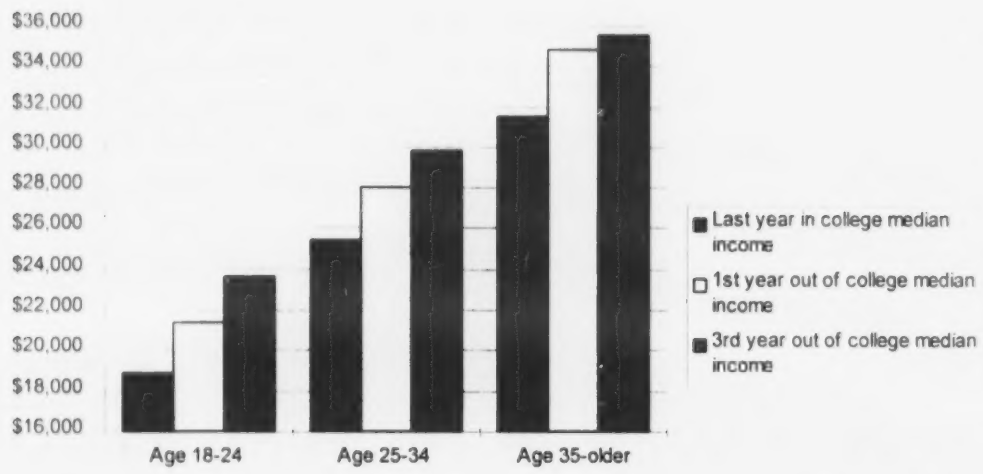
Earnings of Vocational Students by Age*

Vocational students who have the lowest average last year earnings, show the largest increase in earnings after three years. CCSF vocational students age 18-24 increased their average earnings 10.72% from their 1st year out of college to their 3rd year out compared to a 6.33% increase for those age 25-34 and a 2.07% increase in annual wages for students age 35 and older. The following graph and table report earnings of **vocational students** by age.



Earnings of Vocational Students by Age*

Age	City College of San Francisco								State CC Average	
		Last year in college		1st year out of college		3rd year out of college			3rd year out of college	
	Total Students	# matched	median income	# matched	median income	# matched	median income	% change 1st-3rd year	median income	% change 1st-3rd year
Age 18-24	187	37	$18,886	66	$21,344	76	$23,631	10.72%	$24,184	15.02%
Age 25-34	367	114	$25,392	152	$28,009	156	$29,783	6.33%	$33,338	9.74%
Age 35-older	299	106	$31,532	146	$34,842	117	$35,564	2.07%	$35,008	8.25%

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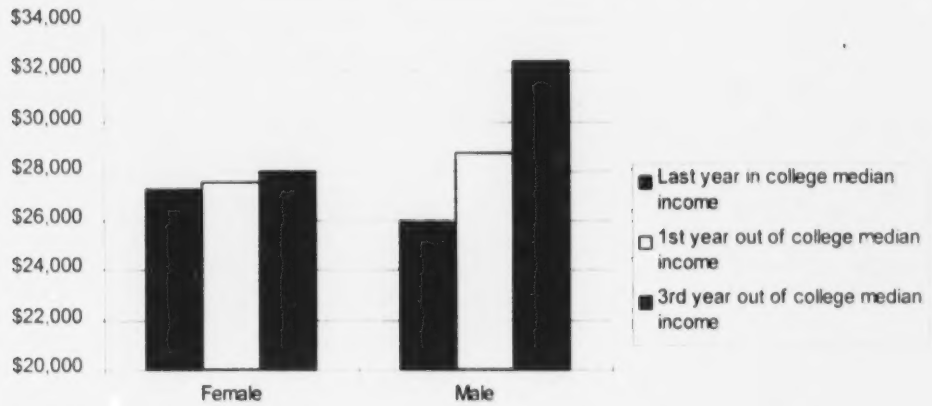
Earnings of Vocational Students by Gender

Males tend to receive more immediate economic benefit from vocational community college studies than do females. On average, male CCSF **vocational students** increased their earnings 12.96% from $28,690 their 1st year out of school to $32,408 their 3rd year out. Female CCSF **vocational students** increased their average annual earnings 1.72% form $27,519 their 1st year out of school to $27,992 their 3rd year out. Interestingly, women at CCSF earned an average of $1,328 more than their male counterparts their last year in school. This finding, as well as the lack of analysis of gender effects on incomes by vocational program, indicates a need for further research into the effects of gender on earnings advancement. Further details of the effect of gender on **vocational student** earnings can be found in the graph below and in the table on the next page.



Earnings of Vocational Students by Gender

	City College of San Francisco								State CC Average	
		Last year in college		1st year out of college		3rd year out of college			3rd year out of college	
Gender	Total Students	# matched	median income	# matched	median income	# matched	median income	% change 1st-3rd year	median income	% change 1st-3rd year
Female	475	134	$27,229	199	$27,519	186	$27,992	1.72%	$28,173	5.43%
Male	377	123	$25,901	165	$28,690	163	$32,408	12.96%	$33,464	8.59%

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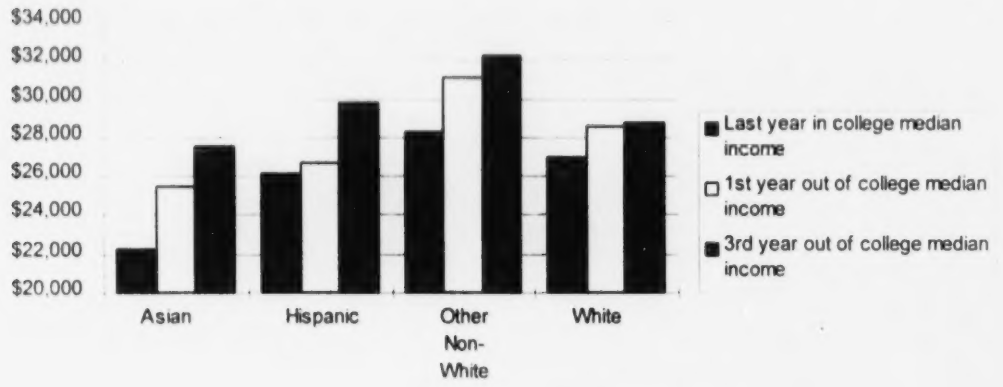
Earnings of Vocational Students by Ethnicity*

Their 3rd year out of college, Asian **vocational students** at CCSF earned an average of $27,517. Hispanic students earned an average of $29,783, whites earned an average of $28,728 and other non-whites earned an average of $32,221. African American **vocational students** had a median average wage of $40,064 their 3rd year out of college, but the small number of cases (22) makes the validity of this average highly suspect. Presumably, the state average for African American **vocational students** of $31,727 provides a more accurate picture of students' wage expectations.

The table on the following page provides median incomes for vocational students by ethnicity. In the graph below, African American students are not included because of the small number of cases reported.



* Graphic for median incomes for African American **vocational students** at CCSF has been omitted because of the small number of cases the average is based on.

Earnings of Vocational Students by Ethnicity*

	City College of San Francisco								State CC Average	
		Last year in college		1st year out of college		3rd year out of college			3rd year out of college	
Ethnicity	Total Students	# matched	median income	# matched	median income	# matched	median income	% change 1st-3rd year	median income	% change 1st-3rd year
Asian	212	63	$22,258	85	$25,475	93	$27,517	8.01%	$29,099	10.86%
African American*	71	13	$41,847	24	$26,461	22	$40,064	51.41%	$31,727	6.42%
Hispanic	109	35	$26,072	45	$26,707	50	$29,783	11.52%	$26,724	2.70%
Other Non-White	101	39	$28,235	57	$31,106	52	$32,221	3.58%	$35,292	14.09%
White	327	99	$26,909	140	$28,532	117	$28,728	0.69%	$31,067	7.94%

Total Students refers to the students in a category (row) who were identified as **leavers** or **completers** in that category during the 1992/93 school year.
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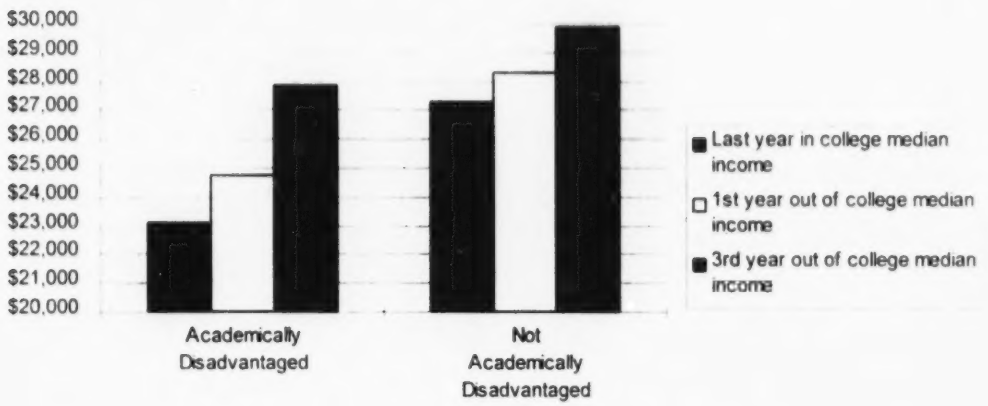
Earnings of Vocational Students by Academic Disadvantage Status*

Students classified as academically disadvantaged are those students that are not identified in MIS data as learning disabled but meet one of the following conditions:

- enrolled in a precollegiate basic skills course
- reported on academic probation or dismissal
- reported as EOPS student
- are not a graduate of and are not attending high school or
- identified by staff as needing basic skills instruction

Academically disadvantaged **vocational students** seem to do particularly well at CCSF increasing their average earnings 12.65% from $24,740 their 1st year out of college to $27,869 their 3rd year out. Non-academically disadvantaged **vocational students** at CCSF increased their earnings in the same time period by 5.57%. The following graph and table highlight the improvement in earnings of academically disadvantaged students at CCSF.



Earnings of Vocational Students by Academic Disadvantage Status*

	City College of San Francisco								State CC Average	
		Last year in college		1st year out of college		3rd year out of college			3rd year out of college	
Status	Total Students	# matched	median income	# matched	median income	# matched	median income	% change 1st-3rd year	median income	% change 1st-3rd year
Academically Disadvantaged	133	32	$23,091	47	$24,740	48	$27,869	12.65%	$28,365	4.72%
Not Academically Disadvantaged	720	225	$27,294	317	$28,302	301	$29,877	5.57%	$31,746	8.52%

Total Students refers to the students in a category (row) who were identified as **leavers** or **completers** in that category during the 1992/93 school year.
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Earnings of Vocational Students by Economic Status

Too few students were identified and matched as economically disadvantaged **vocational students** at CCSF to report on them for the 1992/93 cohort. Statewide economically disadvantaged students earned an average of $24,458 their 3rd year out of community college while their non-economically disadvantaged counterparts earned an average of $31,717 the same year.

Students were classified as economically disadvantaged if they met one of the following conditions:

- awarded a BOGG or Pell Grant
- identified as a GAIN participant
- identified as Job Training Partnership Program (JTPA) participant
- reported to MIS as economically disadvantaged

The table on the next page provides only statewide reported wage averages for economically disadvantaged students.

Earnings of Vocational Students by Economic Status

	City College of San Francisco								State CC Average	
		Last year in college		1st year out of college		3rd year out of college			3rd year out of college	
Status	Total Students	# matched	median income	# matched	median income	# matched	median income	% change 1st-3rd year	median income	% change 1st-3rd year
Economically Disadvantaged	******	******	******	******	******	******	******	******	$24,458	10.64%
Not Economically Disadvantaged	******	******	******	******	******	******	******	******	$31,717	8.06%

Total Students refers to the students in a category (row) who were identified as **leavers** or **completers** in that category during the 1992/93 school year.
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Earnings of Vocational Students by English Proficiency Status*

Vocational students at CCSF with limited English proficiency earned an average of $24,755 their 3rd year out of college compared to $30,254 for vocational students who were not classified as limited English proficiency. The small number of students matched in each year for the limited English proficiency group may make the incomes reported for that group unreliable.

In order to be classified as limited English proficiency a student must meet one of the following criteria:

- enrolled in at least one course in ESL, survival ESL or Vocational ESL
- reported by staff to MIS as needing ESL services

The following table details the average wages of vocational students with limited English proficiency.

Earnings of Vocational Students by English Proficiency Status*

	City College of San Francisco								State CC Average	
		Last year in college		1st year out of college		3rd year out of college			3rd year out of college	
Status	Total Students	# matched	median income	# matched	median income	# matched	median income	% change 1st-3rd year	median income	% change 1st-3rd year
Limited English Proficiency	118	18	$22,014	36	$25,296	45	$24,755	-2.14%	$24,519	8.29%
Not Limited English Proficiency	735	239	$26,911	328	$28,306	304	$30,254	6.88%	$31,036	7.49%

Total Students refers to the students in a category (row) who were identified as **leavers** or **completers** in that category during the 1992/93 school year.
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Earnings of Vocational Students by Disability Status

Too few students were identified and matched as disabled **vocational students** at CCSF to reported on them for the 1992/93 cohort. Statewide disabled students earned an average of $23,944 their 3rd year out of community college while non-disabled students earned an average of $30,944 the same year.

Students were classified as disabled if they were reported as having a primary disability in the state MIS system.

Because of the small number of students at CCSF classified as disabled vocational students in this cohort, only statewide averages are reported in the following table.

Earnings of Vocational Students by Disability Status*

	City College of San Francisco								State CC Average	
		Last year in college		1st year out of college		3rd year out of college			3rd year out of college	
Status	Total Students	# matched	median income	# matched	median income	# matched	median income	% change 1st-3rd year	median income	% change 1st-3rd year
Disabled	******	******	******	******	******	******	******	******	$23,944	4.40%
Not Disabled	******	******	******	******	******	******	******	******	$30,944	7.41%

Total Students refers to the students in a category (row) who were identified as **leavers** or **completers** in that category during the 1992/93 school year.
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